What are the different flexible working practices in your workplace?

Job share Co-Headship

Name: Susan Brown and Rachael Schofield

Organisation Name: Bassingbourne Primary School

Organisation type: Primary

Location: Royston, Cambridgeshire

Email: office@bassingbourn.cambs.sch.uk

Telephone: 01763 242460

Summary of practice

Susan Brown and Rachael Schofield originally applied for a job-share for Deputy Headship in 2009: both work a 50% contract. One works Tuesday, Wednesday and Thursday morning and the other Monday, Tuesday afternoon and Friday. This allows for an afternoon together and wraparound over the weekend by the same person. On a Thursday afternoon, Assistant Headteachers run the school.

Sue and Rachael follow a hybrid model with the role done by two people with complementary' rather than the same, capabilities and expertise. They maximise their capabilities and expertise by sharing commitments. For example: there are four governing body committees and they sit on two each to allow continuity.

Benefits of flexible working practice

Individual:

- Excellent professional development for the AHTs who are responsible for the school on a Thursday afternoon.

Organisation:

- Where other local headteachers are struggling to recruit, Bassingbourn Primary have moved from one to two-form entry without spending anything on recruitment. Bassingbourn Primary needed only to advertise this round of vacancies on their website.
- They do not have a high staff turnover to which Sue Brown (co-headteacher) attributes their local reputation for flexibility.
- Effective succession planning should one of the two co-headteachers need or want to leave the school.

Pupils:

- The school has retained effective and experienced staff by being flexible, especially when women are returning from maternity leave. The school currently has six job-share classes.

Further details available: http://www.bassingbourn.cambs.sch.uk/site/pages/index.php
Or www.flexibleteachertalent.co.uk